

## **A STRUCTURE OF KEY ORGANIZATIONAL ATTRIBUTES** **THAT ARE THE RESPONSIBILITY OF LEADERS**

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### **CREATE**

### **AVOID**

**Trust/Respect vs. Distrust/Fear**

**Cooperating/Sharing vs. Competition/Control**

**Initiation/Accountability vs. Passive Compliance/Blaming**

**Open/Honest Communication vs. Hidden Agendas/Manipulation**

**Goal Alignment/Empowerment vs. Unfocused Activity/Dependency**

**Peak Performance/Constant Learning vs. Marginal Performance/Act from Habits**

This is the new organizational pyramid. Not a structure of control, but one of support. It is the responsibility of organizational leaders to support the optimum work of employees by creating the attributes on the left side and avoid those on the right side of the pyramid. To do so, leaders must be aware of both sets of attributes in the pyramid and actively work to create one side and avoid those on the other.